MENTORING TO ENSURE INCLUSIVENESS

CGS ANNUAL MEETING 2011

Ralph Ferguson, Associate Academic Dean
Graduate School, Texas Tech University
2008
- Hispanic, 1053, 21%
- White, 3486, 68%
- Black, Not of Hispanic Origin, 172, 3%
- Asian, 164, 3%
- Unknown, 231, 5%
- American Indian/Alaskan Native, 19, 0%
- Non-Resident Alien, 12, 0%

2011
- Hispanic, 938, 23%
- White, 2749, 67%
- Black, Not of Hispanic Origin, 183, 5%
- Multiple, 3, 0%
- American Indian/Alaskan Native, 20, 1%
- Asian, 161, 4%
- Native Hawaiian/Pacific Islander, 4, 0%
- Mexican American, 13, 0%
- Non-Resident Alien, 18, 0%
- Puerto Rican Living in US, 2, 0%
Student Population

**2008**
- White, 2,720, 58%
- Non-Resident Alien, 967, 21%
- American Indian, 34, 1%
- Asian, 112, 2%
- Hispanic, 374, 8%
- Black, 142, 3%
- Unknown, 321, 7%

**2011**
- White, 3,251, 58%
- Non-Resident Alien, 1,346, 24%
- American Indian, 23, 1%
- Asian, 98, 3%
- Hispanic, 566, 10%
- Black, 164, 3%
- Unknown, 54, 1%
Action Steps that Contribute to Inclusion

A. Professional Development: Immediate Regional and or National Conferences

B. Understand Financial Need (loans, scholarship, & jobs)

C. Visualization: Help to define the horizon

D. Know family status: Married or Single
Action Steps for Faculty Support of Inclusion

A. Understand students research background or interest
B. Beware of mentor selection by the students
C. Know alternative faculty that can coach to the discipline
D. Engage resources with student that interest faculty
E. Support and encourage disciplinary transfer
Action Steps that relate Inclusion

A. Assistantships and Scholarships
B. Associations, Cultural group, and Civic Outreach
C. Intellectual resource navigation
D. Research methods clarify what and how
E. Professionalize communications, builds network value
Recommendations

A. Manage empowered staff
B. Understand style of engagement required: Administrator, Manager, Partner and or Leader
C. Have a network of active collaborations
D. Be concise in decision-making
E. Priorities: Administrators, Faculty, & Staff with leadership attributes